

ON CAMPUS

DEMOCRACY IN EDUCATION / EDUCATION FOR DEMOCRACY
OFFICIAL PUBLICATION / AMERICAN FEDERATION OF TEACHERS / AFL-CIO
FEBRUARY 1983 / VOL. 2, NO. 5

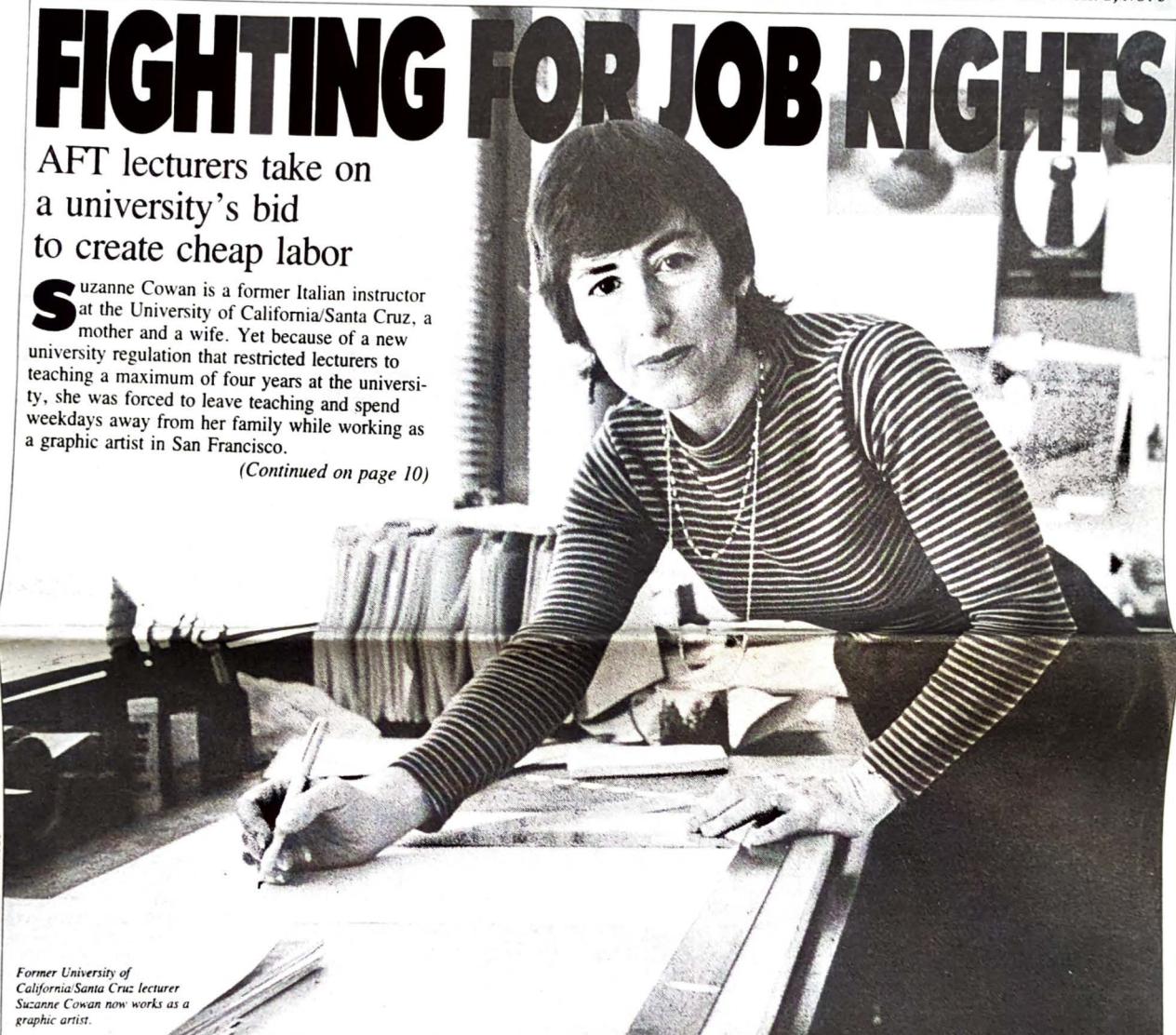
FIGHTING FOR JOB RIGHTS

AFT lecturers take on
a university's bid
to create cheap labor

Suzanne Cowan is a former Italian instructor at the University of California/Santa Cruz, a mother and a wife. Yet because of a new university regulation that restricted lecturers to teaching a maximum of four years at the university, she was forced to leave teaching and spend weekdays away from her family while working as a graphic artist in San Francisco.

(Continued on page 10)

PHOTOGRAPHED BY KAREN R. PREUSS



Former University of
California/Santa Cruz lecturer
Suzanne Cowan now works as a
graphic artist.

FIGHTING FOR UNTENURED PROFS

When an untenured Idaho professor and a California lecturer were illegally fired, the AFT fought back — and won.

HIGHER ED: REAGAN'S FIRST TWO YEARS

A tally sheet of what has happened to higher education during the first two years of the Reagan White House.

TAX TIPS FOR TEACHERS

It's tax time again, and as a service to our members we have outlined some important deductions and changes in the tax law.

AFT SPRING TRAVEL PROGRAM

Take advantage of the AFT's spring travel bonanza and book now for one of our fabulous discounted vacation trips.

3
13
6
14

American Federation of Teachers
11 Dupont Circle, NW
Washington, DC 20036
ADDRESS CORRECTION
REQUESTED

Nonprofit Org.
U.S. Postage
PAID
Permit #411
Huntington, IN

LECTURERS LOOK TO AFT FOR HELP

(Continued from page 1)
 In a way, Cristan is lucky; she succeeded in finding another job. There are other lecturers, such as Paco Ramirez, who are still working at the University of California, Santa Cruz, without employment and thus no assurance that they will have a job next year. Although Ramirez is happy in his job at Santa Cruz, he currently has two down to half-time positions (after four years, the university requires that lecturers have one regular full-time) and has said, "I would like to have a full-time position, part-time position or no position at the university next year. I can be taken off of the payroll at any time, and there's no reason to give me warning," he said.

Security of employment for lecturers — no matter how many major associations the university of California is trying very hard to abolish. But the University Council — an umbrella group of AFT locals, though the campus University of California system has been working even harder to ensure it.

In the first round, AFT's University Council, which has been instrumental and has paid awards for lecturers who have been laid off illegally due to the university's new policy. In addition, AFT locals were collecting cards to vote for a strike. The strike, however, had to fail to let lecturers decide whether they want the

University Council to be their exclusive bargaining agent in dealing with the university.

The University Council won its most recent victory by filing an unfair labor practice charge against the university. The administrative law judge with California's Public Employment Relations Board (PERB) ruled for lecturers that the university violated neutrality and unilaterally changed the working conditions of lecturers. The university has appealed the decision.

Before the four-year rule, lecturers were able to teach for eight years, with their contract renewable annually, and at the end of the eighth year, they were eligible for tenure or employment rights. Thus under the previous rules, the lecturers — most of whom hold Ph.D.'s and would have or already had tenure if the university opened such positions to them — had some semblance of job security after eight years. But by instituting the four-year rule, the university was able to create a revolving door of cheap labor that would self-destruct after four years, said University Council leaders.

The administrative law judge, Mr. Joel Westman, found that "the employer offered no evidence of business necessity for its decision to establish a new policy mandating termination after four years of full-time service." The same work continued to be performed by others with less seniority or potentially by the same employee working less than 50 percent time.

The administrative judge ruled that the university had laid off the cause of the four-year rule, and that lecturers were entitled to reinstatement, as well as back pay with 7 percent in interest, retroactive to February 1980, which is when the new policy was first effective.

"The university is trying to take a large secondary labor force of teachers who are weak, vulnerable, and cheap," said Joel Westman, a former lecturer at UC Berkeley and AFT organizer. Lecturers are not members of the academic senate, so they do not receive cost-of-living increases and receive fewer benefits and less pay than professors, Westman said.

After the first round of PERB is important because it shows what can be done when people get organized, said Joel Westman. University Council members believe that the rule will come down in 1984, if it is not already demoralizing and the situation seemed hopeless. But this victory shows that you don't have to take everything that comes down. After the university administration has appealed the administrative judge's decision, it is rare

that the full board overturns a judge's decision, Westman said.

"We are sure we will win in the end, but the university has said it will appeal this decision all the way up to the Supreme Court," said Nancy Elton, chair of the lecturers unit in the University Council. "The university would rather spend \$157 million on bargaining than \$157 million on litigation."

There is a law in California called the Higher Education Employees Relations Act, which says that the university would rather ignore, which allows UC employees to vote whether or not they want a union.

The AFT and University Council plan to participate in two elections this year, in the spring, an election for the 600 librarians in the system and in the fall an election for the 1,000 lecturer.

"The University Council was collecting cards for the lecturers' election at press time," he said.

In the upcoming elections, the lecturers and librarians will have a chance to tell the university whether their right to be better represented with or without a union. The University Council will compete for exclusive bargaining rights.

Meanwhile, lecturers who have been affected by the four-year rule should contact the University Council, 122 Cypress, Santa Ana, CA 92701, tele-

This fall, UC lecturers will have their chance to vote on whether they want a union representing them.

"The lecturers are bright young scholars; most have Ph.D.'s and publishing records . . . yet they are pigeon-holed into these positions where nobody gets tenure."

Nancy Elton teaches her library class students how to use microfilm. She and other spent \$10 million raising the university buildings with air



PHOTO BY KAREN PREUSS



Lecturer Ric Prindle, who also directs the Art Department, works on his drama class at the University of California at Berkeley.

JOHN LEWIS

DARINE SIEV WITHE

HIGHER ED FUNDING: THE PRESSURE PAYS OFF



PHOTO BY JOHN PHILLIPS CHRONICLE OF HIGHER EDUCATION

What is the higher education legacy of the first two years of the Reagan administration?

Well, thanks to insistent lobbying by the higher education community, the cuts in federal aid were not as staggering as those envisioned by the president in his first two budgets.

This third time around, President Reagan is expected to ask for all the cuts he did not get the first two times, in order to balance his huge deficits. But if AFT and other education groups mount the kind of campaign they have in the past two years, "the president's education budget will be stillborn," says Greg Humphrey, AFT director of legislation.

Of course, it is important that faculty members, students and others keep up the pressure on Congress in order to prevent further cuts and even to gain some restoration of lost funding. "This was the time to stop pressuring to restore education funding," Humphrey said.

Reagan's New Federalism has greatly reduced the ability of states to maintain their traditional level of funding for higher education, noted Robert Nielsen, assistant to the AFT president for higher education. With less money flowing to the states from the federal government, states such as New York, New Jersey, Oregon, Washington and Illinois feel they have been forced to mandate across-the-board cuts for higher education, Nielsen noted.

And although Reagan has prevented any far-reaching legislation from coming up during his first two years, he has also been unsuccessful in drawing as much blood from federal education programs as he had wanted. For example, Reagan wanted to limit the growth of Guaranteed Student Loans, yet the GSL budget has almost doubled from \$1.6 billion in 1980 to \$3.1 billion in fiscal 1983.

Reagan has been successful, however, in eliminating the Social Security student benefit, thus abolishing one fifth of

REAGAN'S FIRST TWO YEARS

THE ISSUES	WHAT THE ADMINISTRATION TRIED TO DO	WHAT HAS HAPPENED SO FAR
Guaranteed Student Loans	To curb growth of federal spending for loans. To require all students to demonstrate financial need to qualify for a loan. To charge a 10 percent fee on loans. To reduce federal interest subsidies.	Federal spending has almost doubled since 1980, although the number of loans is expected to drop by 22 percent from fiscal 1981 to 1982. Students whose families earn more than \$30,000 a year must demonstrate financial need to qualify for a loan. A 5 percent fee is charged on loans. Interest subsidies have not been reduced.
Pell Grants	To cut the budget by more than 40 percent. To reduce aid to middle-income students by denying grants to most students whose families earn more than \$18,000 a year. To require that information on all grant applications be checked against income tax forms.	Little change in the budget since 1980. Grants are available to students whose families earn up to about \$26,000 a year. About half of all grant applications must be checked against tax forms.
Social Security Student Benefits	To bar college students from entering the program after August 1, 1981.	College students are barred from entering the program after May 1, 1982.
Other Student-Aid Program	To reduce gradually the payments to students already receiving benefits and to eliminate the program by 1984. To eliminate Supplemental Educational Opportunity Grants and State Student Incentive Grants. To provide no new funds for National Direct Student Loans, and to bar colleges with default rates over 25 percent from receiving additional loan money.	Payments to students already receiving benefits will be reduced gradually, and the program will be eliminated by 1985. The budget for supplemental grants and incentive grants has been cut by 4 percent. New funds for direct loans have been cut by more than 35 percent over the last two years. Colleges with default rates of over 25 percent are barred from receiving additional loan money.

SOURCE: THE CHRONICLE OF HIGHER EDUCATION

total federal student aid. In the 1981-82 school year, 750,000 students received Social Security benefits.

So far, Reagan has been unable to eliminate the Supplemental Educational Opportunity Grants, the State Student Incentive Grants and the National Direct

Student Loan program, although the budgets for these programs have been cut back. Reagan is expected to try to abolish these programs in his fiscal 1984 budget request (which was not released as of press time), but with persistent lobbying this effort can be turned

back, Humphrey said.

The overall federal higher education budget has gone up from \$11.7 billion in fiscal 1980 to \$11.9 billion in 1983, although the 1983 dollars buy 15 percent less than the 1980 budget.

AFT will be working to restore some of the programs that have been cut in the past year, but another major issue will be the mandatory retirement cap for faculty. At present, faculty can be made to retire at age 70. Until July of last year, however, colleges were permitted to force faculty to retire at age 65 while others worked till age 70.

But now that faculty members are allowed to be employed as long as everyone else, there is a move to lift the mandatory retirement age — and still force faculty to retire at age 70. "The AFT has no position on this law, but if the retirement age is lifted, we want faculty members to be treated the same as everyone else," Humphrey said.

ON CAMPUS

ON CAMPUS is published monthly except June, July and August with a combined December/January issue by the American Federation of Teachers, AFL-CIO, 11 Dupont Circle, NW, Washington, DC 20036. Telephone: 202/797-4400.

General Advertising Office: American Federation of Teachers, 11 Dupont Circle, NW, Washington DC 20036. Telephone: 202/797-4400.

Although advertisements are screened as carefully as possible, acceptance of an advertisement does not imply AFT endorsement of the product or service. Advertising contracts are subject to cancellation upon receipt of complaints from members.

ALBERT SHANKER
AFT president

Trish Gorman, editor

Daphne Siev White, senior editor

Mary Power Boyd, R. C. Newell, and
Roger Glass, assistant editors

Charles Glendinning, art director

Sara Lutton, advertising manager

Sharon Wright, editorial assistant

Linda Cavallaro, secretary

Dolores Thomas, clerk typist

Andrew Bornstein, design consultant

Subscription included in dues of AFT members. To others: \$7 a year. Available on microfilm from NCR Microcard Editions, 165 S. Oak St., West Salem, WI 54669.

Signed articles and advertisements do not necessarily represent the viewpoints or policies of the American Federation of Teachers, AFL-CIO.

ON CAMPUS cannot assume responsibility for unsolicited manuscripts.

ON CAMPUS is produced with the assistance of members of the American Federation of Teachers Staff Union and the Office and Professional Employees International Union, Local 2, AFL-CIO.

Composition and printing are done in 100 percent union shops by members of the Columbia Typographical Union, ITU and other AFL-CIO printing trade unions.

Printed at Noll Printing Co., composition by Valley Typesetting and prepress and film by Art and Negative Graphics.

© 1983 AFT